

Focus Area: Resource

We believe resources...

- Are distributed equitably to ensure all leaders, teachers, and students are equipped to provide and experience opportunities that create life-long learners
 - Are distributed equitably to ensure all staff members have the knowledge and skills to improve student performance and organizational effectiveness
 - Include human, material, and fiscal allocations – all aligned with the district and school’s identified needs and priorities to improve student performance and organizational effectiveness
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Priority 1: Carroll County Schools provides induction, mentoring and coaching to ensure all staff members have the knowledge and skills to improve student learning and organizational effectiveness.

Objective 1.1: Carroll County Schools provides induction and mentor programs for new professional staff that includes professional performance expectations designed to meeting individual needs.

Action Steps:

1. District provides orientation for new staff.
2. District will create New Teacher coaching and mentoring programs that focus on providing support to new teachers.
3. Hiring school provides orientation and school-level guidance/mentoring.

Objective 1.2: Carroll County Schools provides and monitors coaching and modeling programs that ensure organizational effectiveness for all professional staff through guidance, support, and feedback from peers and leaders.

Action Steps:

1. Each school shall have a process in place for coaching, providing feedback, and modeling programs that includes continuous evaluation.

Priority 2: Carroll County Schools attracts and retains qualified personnel who support the district’s mission and vision.

Objective 2.1: Carroll County Schools utilizes data to determine personnel needs.

Action Steps:

1. Central Office will conduct an annual resource allocation review with each school's administrators.

Objective 2.2: Carroll County Schools utilizes a deliberate and formalized process to recruit and retain personnel.

Action Steps:

1. District will research best practices for exit interviews.
2. District will create a standardized process for exit interviews.
3. All exiting and transferring employees will complete the exit interview process.
4. Central Office will review exit interview data annually and develop a plan of action based on data.
5. District will research best practices for employee satisfaction surveys.
6. District will conduct employee satisfaction surveys.
7. District will develop plan to act upon results of employee satisfaction surveys in order to build strong relationships.
8. Schools will create personal and professional growth opportunities for staff.
9. District will create a comprehensive plan to bring more teachers into the recruiting pipeline.

Priority 3: Carroll County Schools allocates human, material, and fiscal resources in alignment with identified needs and priorities to improve student learning and organizational effectiveness.

Objective 3.1: Carroll County Schools aligns and distributes resources equitably to identified improvement priorities designed to improve student learning and organizational effectiveness.

Action Steps:

1. Schools will complete an annual needs assessment to identify upcoming school needs, goals and materials.
2. District will review assessment needs and wants to reflect on resources distributed.

Objective 3.2: Carroll County Schools frequently evaluates the effectiveness of human, material, and fiscal resources to address organizational effectiveness and meet learners' needs.

Action Steps:

1. Create a system to adequately evaluate material and fiscal resources, such as programs the schools use.